January 2020

Equal Employment Opportunity/Affirmative Action Policy Statement

SEPTA has a strong commitment to the community we serve and our employees. As an equal opportunity employer, we strive to have a workforce that reflects the community we serve. No person is unlawfully excluded from employment opportunities based on race, color, religion, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status, or other protected class.

SEPTA’s Equal Employment Opportunity/Affirmative Action Policy applies to all employment actions, including but not limited to, recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay or other forms of compensation.

All applicants and employees have the right to file complaints alleging discrimination. Retaliation against an individual who files a charge or complaint of discrimination, participates in an employment discrimination proceeding (such as an investigation or lawsuit), or otherwise engages in protected activity is strictly prohibited and will not be tolerated.

SEPTA is committed to providing reasonable accommodations to applicants and employees because of a disability or to practice or observe their religion, absent undue hardship.

As SEPTA’s General Manager, I maintain overall responsibility and accountability for SEPTA’s compliance with its EEO Policy and Program. To ensure day to day management, including program preparation, monitoring, and complaint investigation, Jacqueline D. Hopkins, Esq. serves as SEPTA’s Director EEO/AA and Employee Relations, 1234 Market Street, Philadelphia, PA 19107, (215) 580-7315. She has a reporting relationship to me and acts with my authority with all levels of management, labor unions, and employees.

All SEPTA executives, management and supervisory personnel will share in the responsibility for implementing and monitoring SEPTA’s EEO Policy and Program within their respective areas and will be assigned specific tasks to ensure compliance is achieved. SEPTA will evaluate its managers’ and supervisors’ performance on their successful implementation of SEPTA’s policies and procedures, in the same way SEPTA assess their performance regarding other goals.

SEPTA is committed to undertaking and developing a written nondiscrimination program that sets forth the policies, practices and procedures, with goals and timetables, to which the Authority is committed. The EEO Program will be available for review by any employee or applicant for employment upon request.

I am personally committed to a workplace that treats all applicants and employees equitably with dignity and respect, under the guidelines of SEPTA’s EEO Policy and Program.

Leslie S. Richards
General Manager